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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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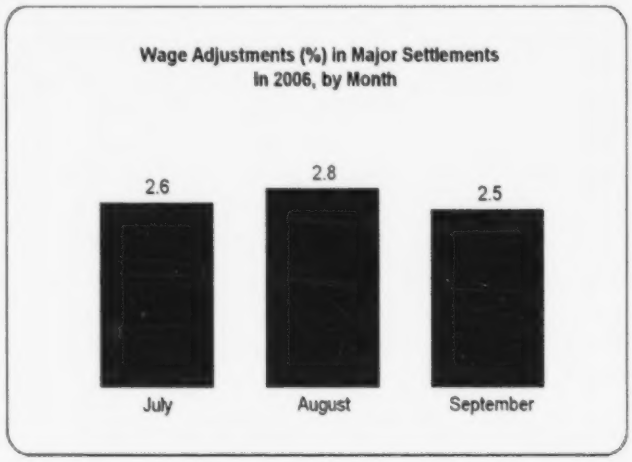
Wage Settlements

Wage Settlements Covering 500 or More Employees
September 2006

Base-rate wage adjustments from major collective bargaining settlements reached in September 2006 averaged 2.5% annually over the contract term, down from the 2.8% average in August and 2.6% average in July. The results for September 2006 are based on a review of only 18 settlements covering 71,490 employees.

When the parties to these settlements previously negotiated, contract duration averaged 31.1 months and the resulting wage adjustments averaged 1.1%, compared to the 2.5% in their current round of settlements and average contract duration of 52.1 months.

Wage adjustments in September settlements ranged from a low of 0.5% for 1,010 TELUS Communications employees in Quebec (Federal jurisdiction), up to a high of 4.9% for 1,160 part-time faculty and teaching assistants with the University of Ottawa.



Wage gains in September were slightly higher in the private sector (3.0%) than in the public sector (2.5%). There were 13 public-sector agreements, covering 66,680 employees. The private-sector data cover 4,810 employees in 5 agreements. The vast majority of employees (93.3%) covered were in the public sector including 40,000 employees with the British Columbia Public School Employers' Association and 11,640 employees (postmasters) with Canada Post Corporation.

On a regional/jurisdictional basis, average wage adjustments in September were largest in Nova Scotia and Alberta at 3.8%, both jurisdictions had only a single agreement, the Construction Management Bureau (labourers) in Nova Scotia and Black Gold Regional School Board No. 18 in Alberta. Average wage adjustments were smallest at 2.4% in both Quebec and British Columbia. In the Federal jurisdiction wage increases averaged 2.5%.

On an industry basis, the largest wage adjustment was in the construction sector, at 3.8%. The lowest average adjustment was reported in the information and culture sector at 0.5% (a single agreement, TELUS Communications in Quebec). The largest concentration of agreements (50%) and employees (70.5%) was in the education, health and social services sector where wage adjustments averaged 2.5%. The manufacturing sector provided 1,200 employees in a single agreement with wage adjustments of 2.6%. The utilities sector also provided 5,200 employees in 4 agreements with wage adjustments of 2.6%. In the transportation sector, 2 agreements covering 12,910 employees averaged wage adjustments of 2.7% (Canada Post is included in this sector).

Average Annual Percentage Wage Adjustments by Month

	2006		
	July	**August**	**September**
Sectors			
Public Sector	2.8	2.8	2.5
Private Sector	2.2	2.8	3.0
All Industries/Jurisdictions			
Average Annual Adjustment	2.6	2.8	2.5
Non-COLA	2.6	2.8	2.5
COLA	2.3	3.1	2.5
First-Year Adjustment	2.5	1.4	2.5
Non-COLA	2.5	1.4	2.5
COLA	3.1	2.1	2.3
Industries			
Utilities	-	-	2.6
Construction	3.5	3.5	3.8
Manufacturing	2.2	3.1	2.6

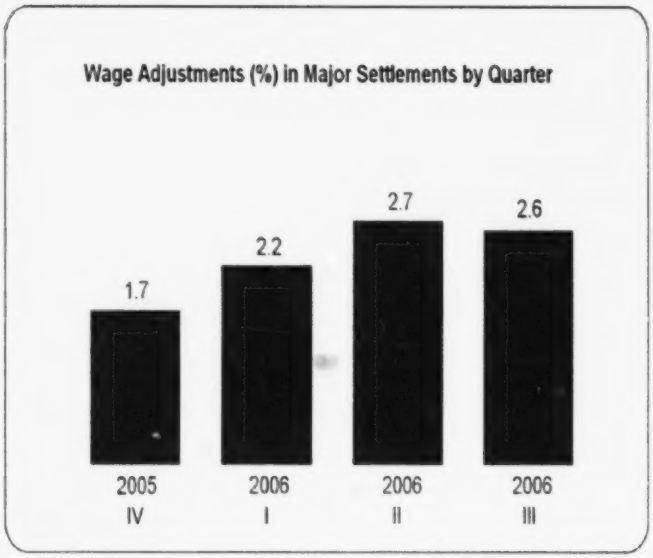
	2006		
	July	**August**	**September**
Transportation	1.6	1.7	2.7
Information and Culture	-	-	0.5
Finance and Professional Services	-	2.5	-
Education, Health and Social Services	2.7	2.7	2.5
Entertainment and Hospitality	2.9	-	-
Public Administration	2.7	3.3	-
Jurisdictions			
Prince Edward Island	-	-	2.9
Nova Scotia	2.8	3.1	3.8
New Brunswick	3.1	3.0	2.7
Quebec	1.4	-	2.4
Ontario	2.9	2.8	3.2
Manitoba	-	-	2.6
Alberta	3.4	3.7	3.8
British Columbia	3.0	3.4	2.4
Federal Jurisdiction	2.4	1.7	2.5

Third Quarter 2006

Major collective bargaining settlements reached in the third quarter 2006 provided base-rate wage adjustments averaging 2.6% annually over the contract term, down a fraction from the 2.7% average recorded in the previous quarter. The results for the third quarter 2006 are based on a review of 69 major settlements reached and cover 215,570 employees.

When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 1.7%, lower than in their current settlements. Contract duration in the third quarter 2006 averaged 45.9 months, compared to 33.2 months in the previous round of settlements.

The longer average contract duration in the third quarter is due in part to several major agreements with a duration of 5 years or more with the British Columbia Public School Employers Association settlement, construction settlements in British Columbia, 6 public-sector settlements in New Brunswick and 2 in Quebec (police and ambulance drivers).



Average wage increases in the public sector are higher than those in the private sector. The largest concentration of employees (70.9%) were in the public sector. Public-sector wage adjustments averaged 2.7% for 152,830 employees in 34 agreements. Private-sector wage adjustments averaged 2.5% for 62,740 employees in 35 agreements.

On a jurisdictional basis, the largest average wage gain in the third quarter was recorded in Alberta at 3.5% (5 agreements covering 8,960 employees). The second largest average increase was in Nova Scotia at 3.3% (3 agreements covering 2,200 employees). The smallest average wage adjustment was recorded in Quebec at 1.7% (6 agreements covering 13,160 employees). The largest concentration of employees (29.7%) was in British Columbia where wage adjustments averaged 2.8%. In Ontario (15 agreements, 50,830 employees), wage adjustments averaged 2.9% while in the Federal jurisdiction, they averaged 2.3%.

On an industry basis, the largest wage adjustment was in the construction sector at 3.5% (14 agreements, 23,810 employees). The lowest average adjustment was reported in the information and culture sector at 0.5% (a single agreement with TELUS). The largest concentration of agreements (27.5%) and employees (45.6%) was in the education, health and social services sector where wage adjustments averaged 2.6%. The manufacturing sector provided 5,580 employees in 7 agreements with wage adjustments of 2.4%.

For major settlements to date in 2006 (January to September), wage adjustments are averaging 2.6%.

Average Annual Percentage Wage Adjustments by Quarter

	2005	2006		
	4th	1st	2nd	3rd
Sectors				
Public Sector	1.6	2.2	2.8	2.7
Private Sector	2.1	2.5	2.2	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	1.7	2.2	2.7	2.6
Non-COLA	1.6	2.2	2.8	2.6
COLA	2.4	2.9	2.2	2.5
First-Year Adjustment	1.4	2.0	2.9	2.2
Non-COLA	1.3	2.0	2.9	2.2
COLA	2.7	3.0	2.0	2.4
Industries				
Primary Industries	2.2	1.5	2.7	-
Utilities	3.1	2.6	1.7	2.6
Construction	-	-	3.7	3.5

	2005	2006		
	4th	1st	2nd	3rd
Manufacturing	2.5	2.1	1.8	2.4
Wholesale and Retail Trade	1.1	1.7	2.1	-
Transportation	2.5	2.2	2.8	2.0
Information and Culture	2.1	3.3	2.4	0.5
Finance and Professional Services	2.2	2.5	2.5	2.5
Education, Health and Social Services	1.6	2.1	2.8	2.6
Entertainment and Hospitality	1.9	2.7	3.1	2.9
Public Administration	1.6	2.7	3.0	2.8
Jurisdictions				
Newfoundland and Labrador	1.5	1.5	2.0	-
Prince Edward Island	3.0	-	2.8	2.9
Nova Scotia	3.3	-	3.1	3.3
New Brunswick	3.0	3.8	1.2	3.0
Quebec	1.6	2.1	1.6	1.7
Ontario	2.8	2.7	2.9	2.9
Manitoba	2.9	2.4	3.1	2.6
Saskatchewan	2.1	2.1	-	-
Alberta	2.6	3.1	3.4	3.5
British Columbia	0.1	1.6	2.7	2.8
Territories	2.7	-	3.1	-
Multiprovince	4.2	3.3	4.1	-
Federal Jurisdiction	2.2	2.3	2.6	2.3

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.6
Non-COLA	2.5	1.7	2.2	2.6
COLA	2.6	3.1	2.5	2.5
First-Year Adjustment	2.5	1.1	2.1	2.4
Non-COLA	2.6	0.9	2.1	2.4
COLA	2.2	3.2	2.8	2.4
Industries				
Primary Industries	2.8	3.0	2.1	2.5
Utilities	2.4	3.1	2.6	2.4
Construction	2.8	2.7	2.5	3.5
Manufacturing	2.5	2.4	2.5	1.9
Wholesale and Retail Trade	1.2	1.5	1.9	2.0
Transportation	1.6	0.6	2.9	2.1
Information and Culture	1.5	2.7	2.4	2.8
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.9

	2003	2004	2005	2006
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	1.5
Prince Edward Island	3.2	2.4	2.5	2.9
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	2.9
Quebec	2.1	2.6	1.6	1.7
Ontario	3.3	3.0	2.7	2.8
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.3
British Columbia	1.3	-1.6	0.5	2.5
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 are year-to-date.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6

Year	Public	Private	All
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.4	2.6

Note: *Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in September 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Manitoba Hydro province-wide, Manitoba Association of Manitoba Hydro Staff and Supervisory Employees (Independent-local) office employees; supervisors	640	2.5	36.0	Mar 22, 2009
Manitoba Hydro province-wide, Manitoba Canadian Union of Public Employees (CLC) office employees; technical employees	1,180	2.5	36.0	Mar 22, 2009
Manitoba Hydro province-wide, Manitoba International Brotherhood of Electrical Workers (AFL-CIO/CLC) service and maintenance employees	2,850	2.5	36.0	May 31, 2009
Terasen Gas Inc. province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers	530	2.9	60.0	Mar 31, 2011
4 agreements	**5,200**	**2.5**	**38.5**	
Construction				
Construction Management Bureau Limited Mainland, Nova Scotia Laborers' International Union of North America (AFL-CIO/CLC) labourers	800	3.8	36.0	Apr 30, 2009
1 agreement	**800**	**3.8**	**36.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Prevost Car inc. Ste-Claire, Quebec; Bellechasse, Quebec; and Québec, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	1,200	2.6*	36.0	Jun 30, 2009
1 agreement	**1,200**	**2.6**	**36.0**	
Transportation				
Canada Post Corporation Canada-wide, Multiprovince Canadian Postmasters and Assistants Association (CLC) postmasters; postmaster assistants	11,640	2.5*	48.0	Dec 31, 2009
Canadian Pacific Railway system-wide, Multiprovince United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) non-operating employees	1,270	3.3	36.0	Dec 31, 2009
2 agreements	**12,910**	**2.7**	**45.7**	
Information and Culture				
TELUS Communications (Québec) Inc. province-wide, Quebec Canadian Union of Public Employees (CLC) trade employees; telephone operators; office employees and technicians	1,010	0.5	48.0	Dec 31, 2009
1 agreement	**1,010**	**0.5**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
B.C. Public School Employers' Association province-wide, British Columbia British Columbia Teachers' Federation (Independent-natl.) elementary and secondary teachers	40,000	2.4	60.0	Jun 30, 2011
Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	530	3.8	12.0	Aug 31, 2007
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) general tradesmen; general services employees	2,630	2.7	60.0	Mar 31, 2010
Regional Health Authorities of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Nurses' Union (CLC) nurses	790	2.9	36.0	Mar 31, 2008
River East Trancona School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	1,220	3.0	12.0	Jun 30, 2007
University of Montreal Montréal, Quebec Canadian Union of Public Employees (CLC) office employees; technical employees	2,000	2.3	48.0	Nov 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
University of Ottawa Ottawa, Ontario Association of Part-time Professors of the University of Ottawa (Independent-local) professors	1,160	4.9	36.0	Aug 31, 2007
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees; laboratory technicians; building maintenance employees	640	3.0	24.0	Jun 30, 2008
Upper Canada District School Board Brockville, Ontario Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	1,400	1.8	36.0	Aug 31, 2008
9 agreements	**50,370**	**2.5**	**55.8**	
Agreements with COLA - 2 agreements	**12,840**	**2.5**	**46.9**	
Agreements without COLA - 16 agreements	**58,650**	**2.5**	**53.2**	
All Agreements - 18 agreements	**71,490**	**2.5**	**52.1**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	13,040	ARB/CO/ B/TENT	May 02–Sep 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	1,160	B	Mar/Jun 06
National Research Council of Canada	Various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada (wage reopeners)	Various unions	8,460	MED	Jun/Jul 06
Canadian National Railway	Various unions	7,100	B	Dec 06
Eastern Canada Car Carriers	Teamsters	1,340	B	Oct 06
Hudson Bay Mining and Smelting Company	Various unions	1,090	ARB	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of Saskatchewan	SGGEU	10,000	B	Sep 06
Nova Scotia Association of Health Organizations	CUPE/ CAW-CANADA	5,800	TENT/CO	Mar 06
City of Vancouver	CUPE	5,270	B	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Government of Newfoundland and Labrador	Nurses	5,000	TENT	Jun 05
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	Various unions	2,340	B/CO	Mar 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Private Sector				
Great Atlantic & Pacific Company of Canada (Ont.)	UFCW	13,000	CO	Sep 06
Real Canadian Superstores (Alta)	UFCW	8,150	B	Aug 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	CO	Jun 06

*
ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations			
Employer	**Union**	**Employees**	**Expiry Month**
Construction Industry in Quebec	Various unions	79,910	Apr 07
City of Montreal	Various unions	17,800	Dec 06
Capital District Health Authority	NSGEU	7,900	Oct 06
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06
Société de transport de Montréal	Various unions	6,250	Jan 07
City of Quebec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Ottawa Hospital	CUPE	3,000	Sep 06
Government of Yukon	PSAC	2,800	Dec 06
Via Rail Canada	CAW-CANADA	2,680	Dec 06
Government of Nunavut	PSAC	1,750	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **October 20 to November 9, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	**Issues**	**Starting**	**Ending**
Goodyear Canada, province-wide, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union 500 production employees	Not available	Oct 5/2006	

Innovative Workplace Practices—3rd Quarter 2006

Bruce Aldridge
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This overview of workplace innovations is based on a review of 159 collective agreement settlements reviewed during the third quarter of 2006. Of these, 52 settlements contained provisions considered to be innovative or of particular interest.

Duration

During this quarter, 60 settlements had a 36-month duration (representing 38% of the total 159 settlements reviewed). Thirty-eight agreements had a duration of 48 months while 13 settlements had durations of 24 months. There were 8 settlements with a 12-month duration. During this period, there were 30 settlements with a 60-month duration and 7 settlements with a 72-month duration. There were 3 settlements with durations more than 72 months: Toronto Community Housing Corporation and Canadian Union of Public Employees (84 months); Government of Quebec and Quebec Provincial Police (93 months); and Government of Canada and Union of Correctional Officers Canada (96 months).

Compensation

TELUS Communications (Quebec) inc., province-wide, Quebec, and Canadian Union of Public Employees have negotiated a **profit-sharing** plan. Effective January 1, 2007, the plan will provide an annual maximum of 3.0% of wages for 2007, 4.0% for 2008, and 5.0% for 2009. The payments are based on company operational needs and strategies in the previous year and the amounts generated are pensionable. Also in Quebec, Hydro-Québec and Canadian Union of Public Employees have a **profit-sharing** plan whereby a maximum lump-sum payment of 4.5% of the annual base wage for 2007, 2008 and 2009 will be paid according to established operational target objectives for each division of the company.

A **profit-sharing** plan has also been established between Stelco Inc., Hamilton, Ontario and United Steelworkers Union which replaces the Income-Sharing Plan which was based on financial performance. The new plan is based on the Hamilton earnings before taxes, depreciation and amortization and the parties agree that 80% of the amounts generated will be divided between active employees and 20% will be given to retirees at the discretion of the union. The parties also initiated a **productivity bonus** based on departmental productivity and paid on a pay period basis.

The British Columbia Public School Employers' Association, province-wide, and British Columbia Teachers' Federation have introduced 2 bonuses. The first, an **early signing incentive bonus** provides a maximum lump-sum payment of $3,700 for each full-time teacher and prorated for part-time employees. Time spent on the following leaves will not be deducted for the purposes of the calculations: all paid leave including maternity or paternity and days on approved Workers Compensation Board and Salary Indemnity Plan that commenced between July 1, 2005 and June 30, 2006.

The second, which is included within the entire public service, is a **fiscal dividend bonus.** The bonus will be payable to bargaining units if the province's audited financial statements for the fiscal year 2009-2010 show a surplus in excess of $150 million. The surplus amount will be shared throughout the entire public sector to a maximum of $300 million.

A **merit plan** has been provided between Atomic Energy of Canada Limited, Mississauga, Ontario, and Montréal, Quebec, and Society of Professional Engineers and Associates. Effective May 16, 2006, 2.0% adjustments will be paid based on the distribution and salaries of bargaining unit members. On January 1, 2007 and 2008, the adjustments will also be 2.0% but will increase on January 1, 2009 and 2010 to 2.25%.

Vancouver Community College, Vancouver, British Columbia and Canadian Union of Public Employees have established **labour market adjustments.** The employer will grant an amount equal to 0.1% of annual salaries for each year of the collective agreement. Compensation for specific support staff positions will be provided if it is demonstrated that there is a recruitment and/or retention problem that can be objectively determined with reference to specific criteria set by the Public Sector Employers' Council.

A **direct deposit** provision has been established by University of British Columbia, Vancouver, British Columbia and Canadian Union of Public Employees. Effective April 1, 2007, employees must have pay cheques directly deposited into their bank accounts. The cost savings of this provision of $25,000 will go towards **funding maternity and paternity benefits** each year.

Health and Welfare

A **health care spending account** has been established with the University of Calgary, Calgary, Alberta and Alberta Union of Provincial Employees. Effective July 1, 2006, an individual health benefit account in the amount of $400 per year will be set up on behalf of each full-time employee and $240 per year for regular part-time employees. Unused portions of the account can be carried over to the following year to a maximum accumulation at any time of a two-years credit.

Société de transport de l'Outaouais, Gatineau, Quebec and Amalgamated Transit Union have negotiated a new **flexible health benefit insurance** plan. Effective November 1, 2006, employees may opt for the plan with 92% of basic plan premiums covered by the employer and 8.0% by the employee. Premiums for the optional plan will be 100% employee-paid. If the employee decides to remain with the present group insurance plan, the premiums will be covered at 80% employer and 20% employee.

An **early intervention program** has been established between Health Employers Association of British Columbia, province-wide and British Columbia Nurses' Union, Health Sciences Association of British Columbia and Union of Psychiatric Nurses. The program will serve to create a proactive and customized service for ill and injured employees and allow for the return to work in a safe and timely manner. The program will become effective December 5, 2006 following discussions at provincial and local levels pertaining to the implementation, case management evaluation and integration with other plans. If agreement can not be reached by that date, the matter will be referred to mediation/arbitration for resolution.

Working Conditions

Terasen Gas Inc., previously BC Gas, province-wide, British Columbia and International Brotherhood of Electrical Workers have implemented a **new model for hours of work.** All full-time employees may have the option to work 8 hours per day and 40 hours per week but be paid for 7½ hours per day and 37½ hours per week. The one-half hour per day will be deposited into a new Time Off bank. Employees will accumulate 19 paid days off per year. The days may be taken as time off for layoff avoidance or time off scheduled at the employee's discretion, subject to operational needs or as cash. The number of days scheduled at the employer's discretion is limited to a maximum of 14 days per year. Effective January 1, 2007, each employee under the new work system will be credited annually with and additional 10 days off. These additional days off may be taken as time off or converted to a non-taxable health spending account, non-taxable registered retirement saving plan contribution or taxable cash. Employees choosing not to participate in the new model of hours worked do not receive the additional days off but may use up to 10 days of time off entitlement, such as vacation leave, etc.

A **gradual merger of trades occupations** has been initiated between Abitibi-Consolidated inc., Alma, Quebec and Syndicat national des travailleurs et travailleuses des pâtes et papiers d'Alma inc. In order to have optimal use of the workforce in the mechanical trades and to allow mechanical maintenance employees to have wage rates compared to other plants, the parties have agreed to gradually merge the trade occupations. The parties will define the applicable conditions and develop an implementation plan to maximize the use of employee competencies as soon as possible. At this time, the mechanical trade employees will receive as additional 40¢ per hour. When the implementation has been completed to the satisfaction of both parties, the employees will receive an additional 40¢ per hour.

Domtar inc., Windsor, Quebec and Fédération des travailleurs du papier et de la forêt have also introduced **trade flexibility.** In order to maximize the functional flexibility of the company, trade groupings in the mechanical, electric and building trades will be established which will allow the employees to work with another trade in the same group even if the employee's own trade is not required. A committee will evaluate the difficulties of work and propose and implement solutions.

A new provision under **shift scheduling** has been introduced between Vancouver Terminal Elevators' Association, Vancouver, British Columbia and Grain Workers' Union. When employee moves from continuous to non-continuous operations or vice-versa, he will be paid double time for the first 2 days of the new shift provided the change is at the insistence of the employer or that the employee has successfully bid on a posting that requires him to move to his current shift.

Société de transport de l'Outaouais, Gatineau, Quebec and Amalgamated Transit Union have negotiated a **preventive leave of work** for pregnant employees. When work represents a danger for the pregnant employee or her unborn child, the employer will make every effort to re-assign her to a position without such risk. If the employer is unable to re-assign her, she will be entitled to a preventive leave as well as to an allowance equal to 75% of her regular salary for up to 5 weeks preceding her scheduled date of delivery.

A **candidate pool of "technicians-in-training" employees** has been implemented by TELUS Communications (Quebec) inc., province-wide, Quebec and Canadian Union of Public Employees. The pool will be created from current employees and in order to acquire comprehensive training, the interested candidate will occupy a technician's position for a minimum of 12 months.

Durham District School Board, Whitby and area, Ontario and Elementary Teachers' Federation of Ontario have negotiated a provision concerning **communicable disease leave** for occasional teachers. An employee who is not ill but is prevented by order of a physician from entering a particular school or classroom due to evident or suspected presence of a communicable disease will be re-assigned or when no appropriate re-assignment is available will be paid for the 1 or ½ day as per the original assignment.

Canadian Imperial Bank of Commerce – Visa Centre, Toronto, Ontario and United Steelworkers Union have established a **day of mourning** paid leave of 7.5 hours for an employee selected by the union to attend events on April 28 for employees killed or injured on the job.

Funds

Alcan Inc., Jonquière and other centres, Quebec and Canadian Autoworkers have established a **training** fund. Effective October 15, 2006, the employer will grant an amount equal to 1¢ per hour worked to the union's leadership training program. The contribution is aimed at improving relations between the union and management as well as increasing the administrative efficiency of the collective agreement. Abitibi-Consolidated inc., Alma, Quebec and Syndicat national des travailleurs et travailleuses des pâtes et papiers d'Alma inc. also have a training fund whereby 20% of the amounts generated from the profit-sharing plan will be contributed annually. Should the amount paid for 2006 and 2007 not be entirely used, the contribution will be reduced to 15%.

A **human resources development** fund has been introduced by University of Alberta, Edmonton, Alberta and University of Alberta Non-Academic Staff Association. The employer will provide $40,000 annually to allow employees' access to learning opportunities that will improve the performance in their current position or develop future job related skills, access development opportunities when participating in rehabilitative employment, or access non-credit University of Alberta courses that enhance employee wellness.

Labour-Management Committees

During the third quarter of 2006, 53 of the full complement of 159 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Tembec Spruce Falls Operation, Kapuskasing, Ontario and Communications, Energy and Paperworkers Union of Canada, the International Brotherhood of Electrical Workers, and United Steelworkers Union have established a joint **competitiveness** committee. The parties will develop and implement, on an ongoing basis, changes to the operations that will improve the competitive position of the company. The process will involve a review of monthly operating and financial performance and joint consultation on all active and new initiatives prior to implementation.

A **recruitment and retention** support committee has been created between British Columbia Public School Employers' Association, province-wide and

British Columbia Teachers' Federation. The committee will review demographic and other data to establish criteria for the designation of other school districts within a district deemed appropriate for recruitment and retention allowances. Effective July 1, 2008, the committee will receive funding of $3.5 million per year for this purpose.

Hydro-Québec inc., province-wide and Canadian Union of Public Employees have established a **training and development** committee. The committee will examine the development and maintenance of professional competencies to define problems related to work, identify problem areas, find solutions, and make recommendations. Also, the committee may deal with workforce planning, subcontracting and all problems of career advancement.

Other committees included in collective agreements deal with such items as work reorganization, health and welfare benefits, operational flexibility, wage and classification reviews, pension buyback, and training.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/lp/wid/win/00index.shtml

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Article: Beyond Collision: High Integrity Labour Relations—National Defence/Canadian Forces and Union of National Defence Employees Case Study
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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